

## SIP Cover Sheet

California's Child and Family Services Review System Improvement Plan	
County:	KERN
Responsible County Child Welfare Agency:	County of Kern Department of Human Svs.
Period of Plan:	July 1, 2009 - June 30, <del>2010</del> 2011 per Monique Hawkins 8-24-09-Mab
Period of Outcomes Data:	(1) Quarter ending June 30, 2009
Date Submitted:	(2) May 15, 2009
County Contact Person for County System Improvement Plan	
Name:	Monique Hawkins
Title:	Program Director
Address:	P.O. Box 511, Bakersfield, CA 93302
Phone/Email	(661) 631- <del>5453</del> 6463 / hawkinm@co.kern.ca.us
Submitted by each agency for the children under its care	
Submitted by:	County Child Welfare Agency Director (Lead Agency)
Name:	Pat Cheadle
Signature:	<i>Pat Cheadle</i>
Submitted by:	County Chief Probation Officer
Name:	John Roberts
Signature:	<i>John Roberts</i>

Hawkins  
8-24-09-Mab

Corrected per  
Monique Hawkins  
8-24-09  
Mab

RECEIVED AUG 03 2009

## SUMMARY OF PROCEEDINGS

### BOARD OF SUPERVISORS - COUNTY OF KERN

1115 Truxtun Avenue  
Bakersfield, California

Regular Meeting  
Tuesday, July 14, 2009

9:00 A.M.

#### BOARD RECONVENED

Supervisors: McQuiston, Maben, Maggard, Watson, Rubio  
ROLL CALL: All Present

SALUTE TO FLAG - Led by Fourth District Supervisor Raymond A. Watson

NOTE: The vote is displayed in bold below each item. For example, McQuiston-Watson denotes Supervisor McQuiston made the motion and Supervisor Watson seconded the motion.

CONSENT AGENDA/OPPORTUNITY FOR PUBLIC COMMENT: ALL ITEMS LISTED WITH A "CA" WERE CONSIDERED TO BE ROUTINE AND APPROVED BY ONE MOTION.

BOARD ACTION SHOWN IN CAPS

#### RESOLUTIONS/PROCLAMATIONS

- 1) Resolution honoring Doris DePriest, Department of Human Services, upon her retirement with 37 years of dedicated service to the County of Kern - ADOPTED RESOLUTION; MADE PRESENTATION TO DORIS DEPRIEST; PAT CHEADLE, DIRECTOR, HUMAN SERVICES; AND DORIS DEPRIEST, HEARD

**Maben-Watson: All Ayes**

- 2) Proclamation proclaiming August 2009 as Child Support Awareness Month in Kern County - PROCLAIMED; MADE PRESENTATION TO PHYLLIS NANCE, DIRECTOR, CHILD SUPPORT SERVICES, WHO INTRODUCED CHILD SUPPORT SERVICES PARTNERS: PAT CHEADLE, DEPARTMENT OF HUMAN SERVICES; VERA LEWIS, EMPLOYERS' TRAINING RESOURCE; OSCAR MARTINEZ, FATHERHOOD PROGRAM; AND THERESA GARY, FAMILY LAW FACILITATORS; PHYLLIS NANCE HEARD

**Watson-Maggard: All Ayes**

#### PUBLIC REQUESTS

- CA-3) Request from Tammy Burns, Child Care Facilitator, Early Childhood Council of Kern, to submit their Quarterly Report - RECEIVED AND FILED

**Watson-Maben: All Ayes**

#### APPOINTMENTS

- CA-4) Appointment of Marlina Giselle Aran as At-large Community/Service AIDS Support Organization Member to the AIDS Advisory Board, term to expire August 16, 2012 - MADE APPOINTMENT

**Watson-Maben: All Ayes**

PUBLIC PRESENTATIONS

- 5) This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board. Board members may respond briefly to statements made or questions posed. They may ask a question for clarification, make a referral to staff for factual information or request staff to report back to the Board at a later meeting. Also, the Board may take action to direct the staff to place a matter of business on a future agenda. **SPEAKERS ARE LIMITED TO TWO MINUTES. PLEASE STATE AND SPELL YOUR NAME BEFORE MAKING YOUR PRESENTATION. THANK YOU!**

MICHAEL TURNIPSEED, KERN COUNTY TAXPAYERS ASSOCIATION, HEARD REGARDING COUNTY EMPLOYEE RETIREMENT SYSTEM FUNDING ASSUMPTIONS; REFERRED TO KERN COUNTY EMPLOYEES' RETIREMENT ASSOCIATION (KCERA) TO PROVIDE A REPORT CONCERNING RETIREMENT SYSTEM FUNDING ASSUMPTIONS IN RESPONSE TO QUESTIONS RAISED BY MR. TURNIPSEED

**Watson-Maggard: All Ayes**

BOARD MEMBER ANNOUNCEMENTS OR REPORTS

- 6) On their own initiative, Board members may make an announcement or a report on their own activities. They may ask a question for clarification, make a referral to staff or take action to have staff place a matter of business on a future agenda (Gov. Code Sec. 54954.2[a])

SUPERVISOR MAGGARD MADE A REFERRAL TO COUNTY ADMINISTRATIVE OFFICE TO BRING BACK AN AFTER-ACTION REPORT ON COMPONENTS TO ACCOMPLISH IMPROVED ACCURACY IN FINANCIAL PROJECTION REPORTING

**Maggard-Watson: All Ayes**

SUPERVISOR MAGGARD REQUESTED COUNTY ADMINISTRATIVE OFFICE REPORT ON IMPLICATIONS OF STATE-ISSUED "I OWE YOUS" (IOU) TO THE COUNTY; TREASURER-TAX COLLECTOR JACKIE DENNEY AND ASSISTANT TREASURER-TAX COLLECTOR JORDAN KAUFMAN RESPONDED

DEPARTMENTAL REQUESTS

AGRICULTURE AND MEASUREMENT STANDARDS

- CA-7) Notification of retroactive Agreement with California Department of Food and Agriculture, Division of Measurement Standards (State Agreement 09-0023) for petroleum products compliance and weighmaster enforcement (Fiscal Impact: None) - RECEIVED AND FILED

**Watson-Maben: All Ayes**

- CA-8) Notification of retroactive Agreement with California Department of Food and Agriculture (State Agreement 09-0102) for red imported fire ant survey (Fiscal Impact: None) - RECEIVED AND FILED

**Watson-Maben: All Ayes**

- CA-9) Notification of retroactive Agreement with California Crop Improvement Association for seed certification services (Fiscal Impact: None) - RECEIVED AND FILED

**Watson-Maben: All Ayes**

AIRPORTS

- CA-10) Proposed Award Modification to Law Enforcement Officer Reimbursable Cooperative Agreement 760-2008 with the Transportation Security Administration (TSA) for law enforcement officers at security checkpoint in William M. Thomas Terminal, to extend the funding period through September 30, 2009 and add an additional \$151,055.25 in funding (Fiscal Impact: \$151,055.25 Revenue; Airports Enterprise Fund; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 643-2009

**Watson-Maben: All Ayes**

- CA-11) Proposed Amendment No. 2 to Personal/Professional Services Agreement 181-2009 with Mead & Hunt, Inc., to include electrical construction administration and final inspection services for Taxiway A (Stimulus) Improvement Project, in an amount not to exceed \$20,000 (Fiscal Impact: \$20,000; Airports Enterprise Fund; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 644-2009

**Watson-Maben: All Ayes**

AUDITOR-CONTROLLER-COUNTY CLERK

- CA-12) Audit report of Personnel Department for fiscal years ended June 30, 2008 and 2007 (Fiscal Impact: None) - RECEIVED AND FILED

**Watson-Maben: All Ayes**

- CA-13) Proposed calculation of Proposition 4 Appropriations Limit for FY 2009-2010 by selection of the following factors: "percentage change in the jurisdiction's assessed valuation which is attributable to non-residential new construction" and "change in population within the incorporated area of the County" (Fiscal Impact: None) - ESTABLISHED AUGUST 11, 2009, AT 9:00 A.M. AS THE TIME AND DATE FOR ADOPTION OF PROPOSED FACTORS FOR CALCULATIONS OF APPROPRIATIONS LIMIT FOR FY 2009-2010

**Watson-Maben: All Ayes**

COUNTY COUNSEL

- 14) Response to referral of May 12, 2009 regarding cost recovery of noise enforcement (Fiscal Impact: None) - RECEIVED AND FILED; DIRECTED COUNTY COUNSEL TO PREPARE ORDINANCE AMENDMENTS AS RECOMMENDED WITH THE INCLUSION OF OPTION B PROVISIONS RELATED TO ADMINISTRATIVE PENALTIES

**Rubio-Watson: All Ayes**

- CA-15) Report and request for approval regarding renewal of County insurance coverage, retentions, limits and premiums for medical malpractice, workers' compensation, property (buildings, boiler & machinery, vehicles and buses), crime and honesty bond insurance, airport owners' and operators' liability, aircraft hull and liability, and excess automobile and general liability insurance for FY 2009-2010, effective July 1, 2009, in the amount of \$2,113,249 (Fiscal Impact: \$2,113,249; Budgeted; Discretionary) - APPROVED; RECEIVED AND FILED

**Watson-Maben: All Ayes**

DISTRICT ATTORNEY

- 16) Presentation by Edward R. Jagels, District Attorney, regarding update on District Attorney Forensic Science Division (Fiscal Impact: None) - HEARD PRESENTATION BY DISTRICT ATTORNEY EDWARD JAGELS AND DEPUTY DISTRICT ATTORNEY LISA GREEN; RECEIVED AND FILED REPORT; REFERRED FUNDING OF THREE POSITIONS WITHIN THE FORENSIC SCIENCE DIVISION TO THE BUDGET FILE

**Maben-Watson: All Ayes**

- CA-17) Proposed amended Equitable Sharing Agreement and Certification with the U.S. Department of Justice and U.S. Department of the Treasury for distribution of federally forfeited cash and property, from July 1, 2006 through July 30, 2007 (Fiscal Impact: Unknown Revenue) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 645-2009

**Watson-Maben: All Ayes**

- CA-18) Proposed Memorandum of Understanding between Sheriff-Coroner and District Attorney Forensic Science Division for toxicology services, from July 14, 2009 through June 30, 2012 (Fiscal Impact: Estimated \$100,000 FY 2009-2010; Budgeted Revenue; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 646-2009

**Watson-Maben: All Ayes**

EMERGENCY MEDICAL SERVICES

- CA-19) Proposed Agreement with National Health Services for reimbursement of disaster training, in an amount not to exceed \$2,500 (Fiscal Impact: \$2,500; State Grant; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 647-2009

**Watson-Maben: All Ayes**

- CA-20) Proposed Agreement with Bakersfield Heart Hospital for reimbursement of disaster training, in an amount not to exceed \$2,500 (Fiscal Impact: \$2,500; State Grant; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 648-2009

**Watson-Maben: All Ayes**

- CA-21) Proposed Agreement with Kern Valley Healthcare District for reimbursement of disaster training, in an amount not to exceed \$2,500 (Fiscal Impact: \$2,500; State Grant; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 649-2009

**Watson-Maben: All Ayes**

- CA-22) Proposed Agreement with Catholic Healthcare West for reimbursement of disaster training, in an amount not to exceed \$5,000 (Fiscal Impact: \$5,000; State Grant; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 650-2009

**Watson-Maben: All Ayes**

- CA-23) Proposed Agreement with Bakersfield Memorial Hospital for reimbursement of disaster training, in an amount not to exceed \$2,500 (Fiscal Impact: \$2,500; State Grant; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 651-2009

**Watson-Maben: All Ayes**

- CA-24) Proposed Agreement with San Joaquin Community Hospital for reimbursement of disaster training, in an amount not to exceed \$2,500 (Fiscal Impact: \$2,500; State Grant; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 652-2009

**Watson-Maben: All Ayes**

EMPLOYERS' TRAINING RESOURCE

- CA-25) Proposed Agreement with Proteus, Inc., for truck driving training to Workforce Investment Act-eligible customers, from July 14, 2009 through June 30, 2010, in an amount not to exceed \$50,000 (Fiscal Impact: \$50,000; Federal Grant; Budgeted; Mandated) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 653-2009

**Watson-Maben: All Ayes**

- CA-26) Proposed retroactive Agreement with New Life Recovery and Training Center for paid work experience and work-readiness activities to eligible youths under the American Recovery and Reinvestment Act of 2009, from April 1, 2009 through June 30, 2010, in an amount not to exceed \$149,045 (prior notification April 28, 2009) (Fiscal Impact: \$149,045; Federal Grant; Budgeted; Mandated) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 654-2009

**Watson-Maben: All Ayes**

- CA-27) Proposed retroactive Agreement with West Side Regional Occupational Program for work-readiness training and work experience to economically disadvantaged youths eligible under the American Recovery and Reinvestment Act of 2009, from April 1, 2009 through June 30, 2010, in an amount not to exceed \$362,873 (prior notification April 28, 2009) (Fiscal Impact: \$362,873; Federal Grant; Budgeted; Mandated) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 655-2009

**Watson-Maben: All Ayes**

- CA-28) Proposed retroactive Agreement with Kern High School District for training and employment activities for Workforce Investment Act-eligible adults and youths, from July 1, 2009 through June 30, 2010, in an amount not to exceed \$1,680,078 (prior notification April 28 and May 19, 2009) (Fiscal Impact: \$1,680,078; Federal Grant; Budgeted Mandated) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 656-2009

**Watson-Maben: All Ayes**

FARM AND HOME ADVISOR

- CA-29) Proposed retroactive Agreement with the Regents of the University of California for the Program Representative Position, to extend term through July 31, 2009 (Fiscal Impact: None) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 657-2009

**Watson-Maben: All Ayes**

FIRE DEPARTMENT

MOTION TO CONSIDER NON-AGENDA ITEM NO. 29A: MADE FINDING THAT NEED TO TAKE ACTION ON NON-AGENDA MATTER OCCURRED AFTER AGENDA WAS POSTED BECAUSE ON JULY 8, 2009, THE AIR CONDITIONING SYSTEM AT FIRE HEADQUARTERS FAILED AND THE INSPECTION AND EVALUATION OF REPAIRS WAS NOT COMPLETED UNTIL AFTER AGENDA WAS POSTED. DUE TO THE ELEVATION OF OUTSIDE TEMPERATURES, LACK OF SUFFICIENT COOLING, AND POTENTIAL FOR COMPLETE FAILURE, THE AIR CONDITIONING SYSTEM MUST BE REPAIRED AS EXPEDITIOUSLY AS POSSIBLE.

**Rubio-Watson: All Ayes**

- 29A) Proposed Resolution for authorization to dispense with bid requirements for emergency project to repair air conditioning system at Fire Headquarters, in an amount not to exceed \$13,000 (Fiscal Impact: \$13,000; Fire Fund; Not Budgeted; Discretionary) - APPROVED; ADOPTED RESOLUTION 2009-249 AUTHORIZING ASSISTANT COUNTY ADMINISTRATIVE OFFICER TO ISSUE PURCHASE ORDERS; AUTHORIZED ASSISTANT COUNTY ADMINISTRATIVE OFFICER FOR GENERAL SERVICES TO WAIVE ADVERTISING AND BIDDING PROCEDURES PURSUANT TO PUBLIC CONTRACT CODE SECTION 20134

**Rubio-Maggard: All Ayes**

HUMAN SERVICES

- CA-30) Request to submit Kern County System Improvement Plan to the California Department of Social Services for June 2009 (Fiscal Impact: None) - APPROVED

**Watson-Maben: All Ayes**

- CA-31) Proposed sole source Agreement with State of California Employment Development Department for job services for CalWORKs participants, from July 14, 2009 through June 30, 2010, in amount not to exceed \$485,319 (Fiscal Impact: \$485,319; \$388,255 Federal/State; \$97,064 County; Budgeted; Mandated) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 658-2009

**Watson-Maben: All Ayes**

LIBRARY

- CA-32) Proposed Resolution approving additional service credit under Government Code Section 31641.04 for the purpose of encouraging early retirements for two (2) Office Service Technician positions, one (1) full-time and one (1) part time, effective August 1, 2009 to avoid layoffs in the same classification (Fiscal Impact: \$8,028 Net Savings; FY 2009-10 \$26,091 Savings; FY 2010-11 \$18,063 Cost; Not Budgeted; Discretionary) - APPROVED; ADOPTED RESOLUTION 2009-250

**Watson-Maben: All Ayes**

MENTAL HEALTH SERVICES

- CA-33) Proposed Memorandum of Understanding with Workforce Education and Training Southern California Regional Partnership for assisting public mental health systems in efforts to promote mental health treatment, from July 1, 2009 through June 30, 2011, in an amount not to exceed \$60,000 (Fiscal Impact: \$60,000 Revenue, (\$30,000 Annually); Mental Health Services Act (MHSA) Funds; Not Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 659-2009

**Watson-Maben: All Ayes**

- CA-34) Proposed sole source Agreement with Danilo F. Fernandez, M.D., Inc., for inpatient hospital psychiatric services, from July 14, 2009 through June 30, 2010, in an amount not to exceed \$77,126 (Fiscal Impact: \$77,126; State Realignment Funding; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 660-2009

**Watson-Maben: All Ayes**

- CA-35) Request for authorization for Director to expend funds for special services for substance abuse prevention programs and Friday Night Live, Club Live, Friday Night Live Kids, and Friday Night Live Mentoring Programs, from July 14, 2009 through June 30, 2010 (Fiscal Impact: \$300,000; Prevention Set Aside and Grant Funding; Budgeted; Discretionary) - APPROVED; AUTHORIZED AUDITOR-CONTROLLER-COUNTY CLERK TO PAY FOR ITEMS AS APPROVED BY DIRECTOR OR DESIGNEE

**Watson-Maben: All Ayes**

- CA-36) Proposed retroactive Agreement with the California Department of Mental Health Services (State Agreement 08-78145-000) for purchase and use of state hospital beds, from July 1, 2008 through June 30, 2009, in an amount not to exceed \$991,191 (Fiscal Impact: \$991,191; State Realignment Funding; Budgeted; Mandated) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 661-2009

**Watson-Maben: All Ayes**

- CA-37) Request to decline to contract with Aegis Medical Systems, Inc., for outpatient methadone maintenance services (Fiscal Impact: None) - APPROVED

**Watson-Maben: All Ayes**

- CA-38) Proposed Agreement with Michelle Montelongo for American Sign Language interpretation services for deaf or hard-of-hearing individuals and staff, from July 14, 2009 through June 30, 2010, in an amount not to exceed \$25,450 (Fiscal Impact: \$25,450; State Realignment Funding; Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 662-2009

**Watson-Maben: All Ayes**

- CA-39) Proposed retroactive Agreement with California Department of Mental Health (State Agreement 08-78099-000) for Mental Health Services Act (MHSA) Educational Stipend Program - Psychiatric Residency Program, from July 1, 2009 through June 30, 2012, in an amount not to exceed \$1,350,000 (Fiscal Impact: \$1,350,000 Revenue; Not Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 663-2009

**Watson-Maben: All Ayes**



PARKS AND RECREATION DEPARTMENT

- CA-40) Proposed retroactive request for cancellation of designations and appropriation of designations in the Parcel Map In-Lieu Fees, Special Revenue Fund 25120, Budget Unit 7105, to reimburse Parks and Recreation Budget Unit 7100 for rehabilitation of Sam Lynn Ball Park Pavement Project (Fiscal Impact: \$82,554 FY 2008-2009; Not Budgeted; Discretionary) - APPROVED CANCELLATION OF DESIGNATIONS AND APPROPRIATION OF CANCELED DESIGNATIONS IN PARCEL MAP IN-LIEU FEES SPECIAL REVENUE FUND 25120, BUDGET UNIT 7105 IN THE AMOUNT OF \$82,554; APPROVED OPERATING TRANSFER OUT FROM FUND 25120 ACCOUNT 8851 AND OPERATING TRANSFER IN TO BUDGET UNIT 7100, ACCOUNT 5497

**Watson-Maben: All Ayes**

PROBATION

- CA-41) Proposed addition of one (1) Juvenile Corrections Officer I/II position, and deletion of one (1) Juvenile Corrections Officer III position, effective July 14, 2009 (Fiscal Impact: \$17,783 Savings FY 2009-2010; General Fund; Not Budgeted; Discretionary) - APPROVED; REFERRED TO PERSONNEL TO AMEND DEPARTMENTAL POSITIONS AND SALARY SCHEDULE

**Watson-Maben: All Ayes**

PUBLIC HEALTH SERVICES

- 42) Hearing Proposed reduction of services in Public Health Maternal Child and Adolescent Health and Black Infant Health Programs (Fiscal Impact: None) - OPENED HEARING; BERNARD ANTHONY, PRESIDENT, BAKERSFIELD CHAPTER OF NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE (NAACP); IRMA CARSON, COUNCILWOMAN, CITY OF BAKERSFIELD; YVETTE WARD, EBONY COUNSELING CENTER; SARAH ALLEN, CALIFORNIA JUNIOR BLACK CHAMBER OF COMMERCE, KERN COUNTY CHAPTER; LINDA STELL, SOUTHEAST NEIGHBORHOOD PARTNERSHIP FAMILY RESOURCE CENTER, CLINICA SIERRA VISTA; BISHOP SAMUEL ROLAND; MARY DOOLAN; STEVE SCHILLING, CHIEF EXECUTIVE OFFICER, CLINICA SIERRA VISTA; PATRICIA RAGSDALE; ANNIE EVERLY; CHALAN WILLIAMS; AND MICHEAL KING, HEARD; CLOSED HEARING; APPROVED REDUCTION OF SERVICES TO THE MATERNAL CHILD AND ADOLESCENT HEALTH AND BLACK INFANT HEALTH PROGRAMS; REFERRED TO PUBLIC HEALTH SERVICES TO WORK WITH PUBLIC AND PRIVATE SECTOR TO POOL RESOURCES IN ORDER TO DEVELOP THE MOST COST EFFECTIVE WAY OF REACHING AS MANY MOTHERS AND INFANTS AS POSSIBLE

**Rubio-Maben: 4 Ayes; 1 No - Maggard**

- CA-43) Request to increase Purchase Orders with Becton Dickinson by \$52,000 to an amount not to exceed \$72,000; Cardinal Health by \$42,000 to an amount not to exceed \$62,000; Meridian Bioscience by \$150,000 to an amount not to exceed \$170,000; Sanofi Pasteur Inc., by \$121,267 to an amount not to exceed \$141,267, and Roche Diagnostics by \$40,000 to an amount not to exceed \$60,000 for vaccines, pharmaceutical and laboratory supplies (Fiscal Impact: \$405,267; Health Department Fund/Client Fees; Budgeted; Discretionary) - APPROVED; AUTHORIZED PURCHASING AGENT TO INCREASE PURCHASE ORDERS

**Watson-Maben: All Ayes**

- CA-44) Request to accept donation from the Association of California Nurse Leaders, Kern County Chapter to support parent education and assist the Child Injury Prevention Program by providing low cost cribs to families, in the amount of \$2,500 (Fiscal Impact: \$2,500; Donation; Not Budgeted; Discretionary) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN LETTER OF APPRECIATION

**Watson-Maben: All Ayes**

- CA-45) Proposed retroactive Agreement with Society for Disabled Children for maintenance and transportation bookkeeping services, from July 1, 2009 through June 30, 2010, in an amount not to exceed \$72,000 (prior notification June 30, 2009) (Fiscal Impact: \$72,000; State; Budgeted; Mandated) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 664-2009

**Watson-Maben: All Ayes**

- CA-46) Proposed Amendment No. 1 to Agreement 015-2009 with Community Action Partnership for recruitment and placement of Information and Referral Specialist, to extend term through November 30, 2009 (Fiscal Impact: None) - APPROVED; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 665-2009

**Watson-Maben: All Ayes**

- CA-47) Proposed request to rescind layoff and approve addition of one (1) Public Health Aide I/II, effective July 18, 2009 (Fiscal Impact: \$53,702; State; Budgeted; Discretionary) - APPROVED; REFERRED TO PERSONNEL TO AMEND DEPARTMENTAL POSITIONS AND SALARY SCHEDULE

**Watson-Maben: All Ayes**

SHERIFF

- CA-48) Application to hold parade - Fiesta Days Carnival & Parade - Mountain Memories Association on August 1, 2009, in Frazier Park (Fiscal Impact: None) - FOUND THAT SHERIFF HAS NOTED HIS APPROVAL ON PERMIT AND THAT EVENT WILL NOT RESULT IN UNDUE OR UNMANAGEABLE OBSTRUCTION OR HINDRANCE OF TRAFFIC ON HIGHWAY WHERE IT IS TO BE HELD; WILL NOT LEAD TO BREACH OF THE PEACE, PROPERTY DAMAGE, OR OTHER DISORDERLY OR UNLAWFUL CONDUCT; WILL NOT CONFLICT WITH OTHER EVENTS PREVIOUSLY GRANTED PERMITS, AND THAT SHERIFF HAS FACILITIES TO PROPERLY SUPERVISE EVENT; APPROVED; AUTHORIZED CHAIRMAN TO SIGN

**Watson-Maben: All Ayes**

- CA-49) Proposed Resolution for authorization to accept retroactive grant from California Department of Alcoholic Beverage Control, in the amount of \$92,005 (Fiscal Impact: \$92,005 Revenue; State Grant; Budgeted; Discretionary) - APPROVED; ADOPTED RESOLUTION 2009-251; AUTHORIZED SHERIFF TO EXECUTE ALL GRANT DOCUMENTS

**Watson-Maben: All Ayes**

TREASURER-TAX COLLECTOR

- CA-50) Proposed Resolution authorizing Treasurer-Tax Collector to sell, by Agreement, certain tax defaulted property to Golden Empire Affordable Housing, Inc., in the amount of \$12,300 (Fiscal Impact: \$12,300; Property Tax Revenue Recovery; Budgeted; Mandated) - APPROVED; ADOPTED RESOLUTION 2009-252; AUTHORIZED CHAIRMAN TO SIGN AGREEMENT 666-2009

**Watson-Maben: All Ayes**

ADJOURNED TO CLOSED SESSION

**Watson**

CLOSED SESSION

(If public reporting is required by Government Code Section 54957.1 relating to the following matter(s), the public reporting of any action taken in closed session will be made at the beginning of the next session of the Board of Supervisors.)

COUNTY ADMINISTRATIVE OFFICE

- 51) Request for Closed Session regarding conference with designated labor negotiators, County Administrative Officer, John Nilon, and designated staff - Employee organizations: Kern County Detention Officers' Association, Kern County Fire Fighters Union, Kern Law Enforcement Association, Kern County Probation Managers' Association, Kern County Probation Officers' Association, Kern County Prosecutors' Association, Kern County Sheriff Command Association, Kern County Sheriff Command Association II, Service Employees' International Union Local 521 (Government Code Section 54957.6) -

**NO REPORTABLE ACTION TAKEN**

RECONVENED FROM CLOSED SESSION; RECESSED TO 2:00 P.M.

**Watson-Maggard**

/s/ Kathleen Krause  
Clerk of the Board

/s/ Jon McQuiston  
Chairman, Board of Supervisors

## SIP Narrative

Assembly Bill (AB) 636, Chapter 678, Statutes of 2001, enacted the Child Welfare Services Outcome and Accountability Act of 2001. This law required the California Department of Social Services (CDSS) to establish the California Outcomes and Accountability System (COAS). The purpose of COAS is to strengthen the accountability system used to monitor and assess the quality of services provided on behalf of maltreated children. The COAS is built upon a philosophy of continuous quality improvement, interagency partnerships, community involvement, public reporting of program outcomes, and the compliance with related federal outcomes. Key components of the COAS include: data analysis, peer review, self-assessment and planning. Counties are required to complete the COAS on a triennial schedule.

Kern first completed the COAS process in 2004. FY 2007-2008 marked the beginning of Kern's second comprehensive COAS process. Child Welfare Services (CWS) data was analyzed in comparison to state and federal measures; GIS mapping was employed so that the data could be better understood and community specific needs could be better identified; and a Peer Quality Case Review (PQCR) process was conducted in June 2007 and the County's Self Re-assessment was completed in February 2009.

During our County's Self Reassessment stakeholder groups were presented with CWS outcome data and then asked to identify and discuss current efforts, as well as efforts that are needed to further improve outcomes. The following stakeholder groups participated in the CSA process where they gave solutions for the SIP improvements:

- **Kern County Network for Children (KCNC) Governing Board.** Members: Directors of County departments, Kern County Board of Supervisors, Community-based organizations, community leaders, Kern Child Abuse Prevention Council Director, Juvenile Court judge, Director of First 5 Kern, and local business leaders. **Purpose:** Kern's Coordinating Council, policy board for children's services, and Planning Body for Child Abuse Prevention, Intervention and Treatment (CAPIT) and Promoting Safe and Stable Families (PSSF) funding.
- **Administrative Technical Advisory Committee (ATAC).** Members: Second tier managers from County departments and the Kern County Superintendent of Schools, and the Director of the KCNC. **Purpose:** Share information, discuss success and barriers related to service integration, coordinate service planning efforts, and develop policy recommendations for KCNC consideration.
- **Administrative Coordinators Team (ACT).** Members: Family Resource Center and Community Collaborative Coordinators; Child Abuse Prevention, Intervention and Treatment/Promoting Safe and Stable Families project managers, managers from Human Services, Probation, Health and Mental Health; Differential Response project managers; representatives from First 5 Kern, and KCNC staff. **Purpose:** Identify service gaps and duplication, coordinate and integrate community driven services, and share information.
- **Child Advocacy Network (CAN).** Members: Chaired by the Kern County Child Abuse Prevention Council, this group includes a range of child advocates, such as Court Appointed Special Advocates (CASA), the DHS, Family Resource Center Coordinators, Community-based organization representations, California State University, Bakersfield's (CSUB) MSW Program, KCNC staff, parent representative, as well as representatives from the Mental Health System of Care and Substance Abuse divisions. **Purpose:** Advocate on behalf of children and families regarding

the issues that affect them most, and develop best practice recommendations for services for children and families at risk of abuse and neglect.

- **Group Home Coalition. Members:** Representatives from group homes throughout Kern County, placement officers/workers from Probation and DHS, Supervisors for DHS and Community Care Licensing, and Foster Youth Services (FYS). **Purpose:** Discuss, develop, and implement coordinated approaches to best meet the needs of Kern's highest need youth and improve educational outcomes and placement stability.
- **Foster Youth Services/Independent Living Program (FYS/ILP) Advisory Committee. Members:** Representatives from mental health, schools, Probation, DHS, CASA, Bakersfield College, FYS, Foster Family Agencies, CSUB, Housing Authority of Kern, and public health nursing. **Purpose:** Discuss, develop, and implement coordinated approaches designed to assist foster youth with preparing for aging out of the system, completing their education and/or job training programs, and becoming self-sufficient adults.
- **Children's Treatment and Recovery Services Committee. Members:** representatives from Mental Health, Foster Family Agencies, DHS, KCNC, Probation, schools, Kern's Behavioral Health Board, health, and community-based mental health provider agencies. **Purpose:** Improve upon the Children's System of Care through collaborative efforts and by providing an open forum for discussions and presentations that address the needs of children and their families.

Placement Stability having been identified as an area of need Kern County utilized data to explore reasons for Kern's problem area of placement stability, especially for youth in care at least twenty four months. Case readings were done on eighty cases for clients with over four placements. A specialized unit read these cases looking at referrals for service to ILP, mental health services, contact with adult family members, sibling visits, goals for guardianship, services for relatives through Kinship Support Services Program (KSSP), links to tutoring, links to mentors, and referrals for Individual Education Plan (IEP)

In order to explore the outcomes of our contracted services Kern's parent mentors are making contact with all substitute care providers to collect data on the effectiveness of Multi-Disciplinary Treatment Foster Care (MTFC), MIST, Wraparound, and Specialized Placement Program (SPP).

Kern County has implemented a Quality Assurance Unit that reads Child Welfare Services cases for targeted practices, best practices, and documentation. A corrective action committee was also developed at this time and their charge is to develop a plan of correction in response to the QA findings.

#### **Discussion of System Strengths County Self-Reassessment -- CWS**

Kern County's Child Welfare Services system is embedded into an extensive integrated service delivery system that includes a continuum of informal and formal support services for children and families. Although the Kern County DHS and Probation Departments generate the data that serve as the measures for child welfare service outcomes, the services they provide are only two pieces to the complex puzzle surrounding keeping children safe, ensuring that their best interests

are addressed first and foremost at all times, and that they are prepared to successfully transition into self-sufficient adults.

When presented with current CWS data, key stakeholder groups were quick to identify services and support that public and private agencies throughout Kern are providing, as efforts to improve key measures. While several needs were identified to better improve measures, they primarily focused on current efforts and point to a clear need for funds to become available to expand the important, effective work that is currently being done. Kern's commitment to providing outcome driven services has made it possible to demonstrate the effectiveness of services provided, and the need to expand key initiatives such as Differential Response, the Early Intervention Program, and Foster Youth Services, substance abuse treatment, and Family Resource Center (FRC)-based informal support services, to name a few.

These positive findings are validated by the report that was presented by CWLA to the Kern County Board of Supervisors in June 2008. This report states, "[the] Kern County Department of Human Services has accepted ownership of demonstrated changes by instituting permanent structures and systems to sustain continuous improvement and in practices that promote child safety, well being and permanency."

#### **Areas Needing Improvement**

Current and anticipated state and federal budget cuts have made it difficult at best to sustain current service levels, reduce caseload sizes, and continue to fully meet the needs of Kern's increasing population. Funding to expand services that have demonstrated measurably improved outcomes is paramount, especially in remote areas of our large county.

Improvements to enhance existing services such as increased training; expedited referrals for children who need mental health assessments and services; and improved communication and collaboration between service providers, social workers, probation officers, foster parents/group homes, children and families will be implemented.

#### **Areas for Further Exploration through Peer Quality Case Review**

Placement stability for children in out-of-home care is an area for further exploration through the PQCR process. Strategies to further reduce the number of group home placements, increase the number of placement options and the supports available for special needs youth (ranging from medically fragile to sex offending youth), and increase permanency for youth so that they are better prepared to successfully transition to a self-sufficient adulthood need to be considered.

#### **Summary and Recommendations – PQCR CWS**

The PQCR process was greeted by our community partners and out of county social workers with enthusiasm. The Court focus group was productive in that the diversity of the group provided information from varying views on our families. A number of dominant themes evolved in the PQCR process:

- The relationship between the parent and the social worker is important to the timely reunification process.
- More inexpensive or free services are needed. Services are needed especially in outlying areas. Training on local and State resources are needed.

- A work group consisting of staff from DHS and Mental Health is in place to address increasing the timeliness and the frequency of services.
- Parents need encouragement by giving them positive feedback when goals are attained, such as, increasing visitation. Policy development is needed to determine which case plan goals need to be attained before rewards need to be completed to avoid inconsistencies within reunification services.
- Transportation requirements make visitation requirements hard to maintain.
- Individualized case plans should be planned with family, family reunification worker, AB429 worker and court intake worker present.
- Placement changes out of the child's community effect continuity of services and academic performance.

### **Process Summary and Recommendations – Probation**

The purpose of the PQCR was to cultivate ideas from the guest panelists interviewing staff, staff being interviewed, and the other panels. The information was compiled, and presented in such a way that there was little chance for comments or ideas to be attributed back to one specific person. Hopefully, this allowed people to speak freely and generate some good ideas for forward progress.

Reunifying wards of the Court in out of home care with their families is, and should always be the first option, as long as that option is in the best interest of the child, family, and protection of society. Although held to similar standards and too often dealing with the same populations, dependency and delinquency placement cases take on different characteristics. A child becomes a dependent of the Court overwhelmingly due to no fault of their own, but rather because of parental cruelty, inability, or unwillingness to properly care for their child. A placement ward of the Court has been found to have committed a criminally delinquent act, coupled with an unsuitable home environment to which they may return to.

Similarly, Social Workers and Placement Probation Officers have a variety of like tasks and duties, with different roles and guidelines to follow. One of the purposes of child social service agencies is to protect children from harm and ensure they are in the most appropriate environment, while probation agencies serve the Court by ensuring the orders of the Court are being carried out. In most probation agencies, Kern County Probation included, placement units make up only a small portion of the department's overall function. Therefore, the community by and large tends to categorize all Probation Officers as law enforcement oriented as opposed to social service oriented.

The subtle, but significant differences outlined in the previous two paragraphs provide the foundation for the major themes derived from Kern County Probation's PQCR.

One theme involved the implementation of a flexible work schedule. Currently placement officers work many overtime hours throughout the course of a work month. The reasons for this are many, but primarily come down to time spent on the road completing placement trips, attending collaborative meetings and statewide trainings, and time spent completing paperwork.

and returning calls due to being absent on placement trips. Having the ability to work longer shifts, over the course of fewer days would allow officers the ability to complete their placement trips and job duties primarily within the time frames of a normal working day. In addition, it would increase officer's availability to both group home staff and families, as often times family members are not able to meet within the normal "eight to five" business day. This would further increase efforts to engage families in working towards family reunification within the time frames of a normal working day.

Resources, equipment and training both for the officers and for the families make up a second major theme. Goods and services available to youth and their families in out of home care through social service agencies are often times not available, or not known to be available to probation placement youth. Officers interviewed revealed a sense of frustration concerning this area, which is based on a lack of information. Access to more funding streams and job related trainings were indicated by officers interviewed. In addition, officers showed a need for additional support staff to lighten the paperwork involved, and a need for additional officers to lighten caseload sizes. Requests for tangible equipment such as: laptop computers with wireless access to case management systems in order to eliminate the need to record information multiple times, GPS devices, and portable communication devices, was also made.

Kern County Probation can take pride in the fact that several positive comments were made by staff being interviewed and panelists concerning overall staff communication with peers, and management. In addition, staff dedication to their assignment seemed apparent to the panelists based on staff responses, preparedness, professionalism, and overall demeanor.

In conclusion, the PQCR process for Kern County Probation appeared to be a positive one for all involved. At this point, information gained from this PQCR will be included in the Systems Improvement Plan. Probation will focus on the following areas of the Systems Improvement Plan:

- Identify and attend trainings related to engagement
- Encourage parental attendance in the "Parent Project" program and other local counseling options
- Develop contacts between agencies to facilitate information sharing
- Implement a new case management system to document information more accurately and efficiently.

The majority of Kern's goals in the SIP created in June 2007 have been completed therefore they will not be included in this document.



## System Component Template

**Outcome/Systemic Factor: S1.1 – No Recurrence of Maltreatment**

**County's Current Performance:** Kern County Child Welfare is currently performing at 90.1%, whereas in July 2002, Kern was performing at 86.1%. The national standard is 95.2%, while California's performance is 92.8%. Kern County Probation does not receive or investigate suspected abuse. When minors are left in the home on probation, officers monitor the suitability of the residence and general welfare of the minor while conducting routine home and office visits as a part of supervising compliance with terms and conditions of Probation.

For those minors on probation and out-of-home care, referrals are made to Child Protective Services (CPS) when there is suspected abuse or neglect. In Kern County, the Probation Department and the Department of Human Services (DHS) have a Memorandum of Understanding (MOU) which outlines each department's responsibilities when suspected abuse or neglect occurs against minors who are in out-of-home care.

**Improvement Goal 1.0 – Kern would like to improve this goal by 3% over the next three years.**

Strategy 1.1 – Search counties north and south of Kern for services. Due to the size of the county, services are not readily available for our clients in outlying areas; neighboring towns in other counties may offer services accessible to Kern’s clients.		Strategy Rationale <sup>1</sup> : Services in outlying areas were identified as a need in the PQCR and CSA for clients living near county borders who have no access to travel into Bakersfield.	
Milestone	1.1.1	June 2010	Assigned to
	Request a directory of services from each of the neighboring counties: Tulare, San Bernardino, Inyo, Ventura, Santa Barbara, San Luis Obispo, Kings, and Los Angeles Counties for a directory of resources.		
	1.1.2	June 2010	
	Contact resource providers with sites near the County borders to identify whether Kern’s clients access their services and whether their program standards are in compliance with Welfare and Institutions Code.		
	1.1.3	March 2011	
When resources meet compliance standards, develop a MOU with agency and add to approved provider list in Resource Directory.			Building Community Partnerships (BCP) Hope Gilkey
			BCP Hope Gilkey and CWS System Administrator
			Program Support and Policy Unit

<sup>1</sup> Describe how the strategy will build on progress and improve this program/outcome.

## System Component Template

Strategy 1.2 – Collaborate with community resources to ensure family stability and children's safety.		Strategy Rationale <sup>1</sup> : Clients who have continual follow up will potentially refrain from further abuse and /or neglect.	
Milestone	1.2.1 Continually update Kern's Resource Directory and refer clients to a resource that addresses the primary safety and risk factors.	October 2008 and ongoing	Assigned to  BCP Hope Gilkey, Social Service Workers in all CWS programs  BCP Hope Gilkey  Social Service Supervisors and Social Service Workers in all CWS programs  Assistant Director, Program Director, Social Service Supervisors, Social Service Workers, and BCP Hope Gilkey
	1.2.2 Hold quarterly resource fairs for staff to increase staff's knowledge of community resources.	September 2009	
	1.2.3 Implement the use of a Resource Referral Form to document the client's engagement in accessing the agreed-upon services. Create safety plans for clients who are determined to have safety factors per the Structured Decision Making Safety Assessment tool.	January 2009 and ongoing	
	1.2.4 Continue to strengthen agency relationships with Kern County Network for Children, local Community Based Organizations by attending collaborative meetings.	January 2009 and ongoing	
	Strategy 1.3 – Provide Differential Response (DR) Services to children and families who are at risk for experiencing child abuse or neglect.		
Milestone	1.3.1 During the projected/pilot year, provide known at-risk children and families with screening and information and referral services to assist them in accessing appropriate service providers in the community.	Currently being provided	Assigned to  Kern County Network for Children, in partnership with community-based organizations and schools  Kern County Network for Children, in partnership with community-based organizations and schools.
	1.3.2 Provide DR case management services to families at risk of child abuse or neglect, using strengths-based, client-driven service plans.	Currently being provided	

## System Component Template

<b>Strategy 2.1 – Provide parent education services for parents whose children are at-risk of, or have experienced maltreatment.</b>		<b>Strategy Rationale<sup>1</sup>: Parent education, provided within a framework of other supportive services, is a research-based strategy to reduce child abuse/maltreatment.</b>	
<b>Milestone</b>	<b>Timeframe</b>	<b>Assigned to</b>	
2.1.1 Provide parents with parenting instruction during the project year, utilizing qualified instructor(s) and CWS approved parenting curricula as defined by W&I Code Section 16507.7	Currently being provided	Kern County Network for Children, in partnership with community-based organizations and schools.	
<b>Strategy 2.2 – Expand Team Decision Meetings (TDMs) and Family Decision Meetings (FDMs) to Emergency Response (ER).</b>		<b>Strategy Rationale<sup>1</sup>: Use family and familiar team members to assist social workers in engaging clients to offer greater, support and encourage self reliance.<sup>1</sup></b>	
<b>Milestone</b>	<b>Timeframe</b>	<b>Assigned to</b>	
2.2.1 Target geographical area for pilot project.	June 2010	ER, CS, FS, and PP Program Directors and TDM staff	
2.2.2 Assign TDMs and FDMs geographically.	December 2010	ER, CS, FS, and PP Program Directors and TDM staff	
2.2.3 Continue to train staff to conduct TDMs and FDMs in the field.	June 2011	ER, CS, FS, and PP Program Directors and TDM staff	
<b>Strategy 2.3 – Develop Chronic Neglect Unit.</b>		<b>Strategy Rationale<sup>1</sup>: Chronic Neglect was identified in the CWLA Review as an area needing to be addressed.</b>	
<b>Milestone</b>	<b>Timeframe</b>	<b>Assigned to</b>	
2.3.1 Write a proposal to create the EASE (Engage, Assess, Serve and Empower) Unit.	January 2008	Court Services Program Director	
2.3.2 EASE Unit case workers will provide intensive services from the beginning to the end of reunification services.	January 2008	Court Services Program Director	
2.3.3 Train staff on chronic neglect through UC Davis module.	June 2009	Staff Development and UC Davis.	
2.3.4 Establish and implement a chronic neglect unit; evaluate the effectiveness of program and report results at 6, 12, 18, and 24 month timeframes.	March 2008 through March 2010	EASE Supervisor Jeaniene Reneau and staff	

## System Component Template

<p><b><u>Describe systemic changes needing to be addressed that support the improvement plan goals.</u></b></p> <p>Continued collaboration with the courts to utilize non-custody petitions to strengthen efforts to reduce chronic neglect. Adequate funding to maintain staffing ratios needed for EASE intensive case management services. Development of electronic information system to track the outcomes of services provided to clients by multiple agencies.</p> <p><b><u>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</u></b></p> <p>Department and associated community resources for training, including funding for training activities.</p> <p><b><u>Identify roles of the other partners in achieving the improvement goals.</u></b></p> <p>Obtaining direct funding to establish and maintain a wider array of community services and resources.</p> <p>Kern County is utilizing an integrated, community-based, collaborative approach among public and private agencies for social service delivery. This approach has resulted in increased service accessibility and utilization rates. Families who fully utilize a coordinated plan of informal and formal support services are less likely to experience the recurrence of maltreatment.</p> <p><b><u>Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.</u></b></p> <p>None currently.</p>
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## System Component Template

<b>Outcome/Systemic Factor: C1.1 – Reunification within 12 months.</b>			
County's Current Performance: Kern County has a reunification rate of 62.2% as of September 30, 2008. In July 2002, Kern's rate was 64.9%, while the National Standard was 75.2%, and California's rate was 63.9%.			
Improvement Goal 1.0 – Kern has set the improvement goal to increase reunification by 3% over the next three years.			
Strategy 1.1 – Provide intensive time-limited Family Reunification (FR) services to families at-risk of not completing their Reunification requirements.		Strategy Rationale <sup>2</sup> : Many families in need of FR services require intensive levels that are too demanding for social workers with large case loads. Program data demonstrates improved outcomes for families who receive intensive FR services. During FY 07-08, 86% of closed cases successfully completed court orders in preparation for reunification, and 76% of the families that received services were successfully reunified.	
<b>Milestone</b>	<b>Timeframe</b>	<b>Assigned to</b>	
1.1.1 Provide intensive case management, guided visitation, emergency funds, and support group services to families referred to the Time Files! Program.	Services are currently being provided	Kern Child Abuse Prevention Council	
Strategy 1.2 – Include families in case planning to help ensure engagement.		Strategy Rationale <sup>1</sup> : Families who feel they have input in decisions about their lives are more likely to engage in efforts to lower risk or safety factors.	
<b>Milestone</b>	<b>Timeframe</b>	<b>Assigned to</b>	
1.2.1 Develop a case plan policy to identify methods for improving engagement skills at every point of a family's assessment.	June 2008 and ongoing	Staff Development and Case Planning Committee.	
1.2.2 Train social workers to implement the new case planning and Family Life Scale assessment tools.	October 2009	Staff Development	
1.2.3 Pilot Family Life Scale in ER, Voluntary Family Maintenance (VFM), and Court Intake (CI).	October 2008 through February 2009	ER and CS Program Directors	

<sup>2</sup> Describe how the strategy will build on progress and improve this program/outcome.

## System Component Template

Strategy 1.3 – Join Casey Foundation on California Disproportionality Project.			Strategy Rationale <sup>1</sup> : Kern has a population of 5.4% African American. However, Kern has 12.4% allegations for abuse/neglect for that population and 11.6% of those are substantiated. African American children represent 6.2% in Kern Population, but 26.3% in foster care. American Indian children represent .5% of the population, but 1.4% in foster care.		
Milestone	1.3.1	Attend Learning Session for project direction.	February 2009 through November 2010 as scheduled by Casey Foundation		Assigned to
	1.3.2	Access Kern's data for decision points in current child welfare practice.	August 31, 2009		
	1.3.3	Assess Kern's child welfare practices for internal cultural awareness, diversity and competence.	March 2010		
Strategy 2.1 – Expand TDMs and FDMs within the Family Services Division.			Strategy Rationale <sup>1</sup> : Using family and familiar team members to shore up clients and their direction helps to engage clients and support reunification goals.		
Milestone	2.1.1	Co-locate TDM staff within Child Welfare Services Programs.	July 2009	Assigned to	FS, ER, CS and PP Program Directors and TDM/FDM Staff
	2.1.2	Continue to train staff to conduct TDMs and FDMs in the field.	Current and ongoing		
Strategy 2.2 – Advocate for additional parent mentors to assist and support parents throughout the reunification process.			Strategy Rationale <sup>1</sup> : Parents who successfully completed the reunification process generally have a positive effect on parents who are currently in the system.		
Milestone	2.2.1	Advocate for funding of parent mentors to ensure their work continues in Family Reunification.	March 2009 through August 2009	Assigned to	Family Services (FS) Program Director and Assistant Director of Child Protective Services
	2.2.2	Canvas social workers for input as to possible mentors.	September 2009 and ongoing		
			FS Social Workers and FS Program Specialist and TDM Staff		

## System Component Template

Milestone	Timeframe	Assigned to
2.2.3 Contact possible mentors for participation.	December 2009 and ongoing	FS Program Specialist and TDM co-located staff
Strategy 2.3 – Mental Health assessments, and the service needs identified through them, must happen sooner and reach more children and families.		
Strategy Rationale <sup>1</sup> Children and families experience emotional trauma when children are removed from their home environment. Mental health services must address this trauma while also working to eliminate risk and increase safety.		
2.3.1 Form a committee to evaluate process for mental accessing health services.	November 2008	Marti Garrett
2.3.2 Develop and implement mental health referral form.	February 2009 and ongoing	Marti Garrett
2.3.3 Develop tracking method for mental health referrals and follow up monthly with the appropriate mental health staff.	June 2009	Marti Garrett and Deanna Cloud
2.3.4 Document services provided to children and families.	June 2009 and ongoing	Social Services Workers, Social Service Supervisors
2.3.5 Judicial Standing Order in place to allow mental health screening of children ages 3 and above.	April 2009	Presiding Judge, Director of Kern County Department of Human Services and Director of Kern County Mental Health
Describe systemic changes needing to be addressed that support the improvement plan goals.		
TDMs are evidence-informed practice that relies on having enough well-trained staff. Parent mentors are a reliable resource to help families achieve reunification. Funding is essential to ensure ample hiring of TDM staff and parent mentors.		
The Kern County Departments of Human Services and Mental Health have identified ways to improve the referral and coordination of mental health services for children and families who enter the Child Welfare Services System. These changes are currently being implemented.		

## System Component Template

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**

Funding is needed to train the TDM trainers and parent mentors, and for developing curriculum.

**Identify roles of the other partners in achieving the improvement goals.**

Annie E. Casey Foundation is an integral partner in the training and expansion of TDMs. Kern County Mental Health needs to continue collaboration with DHS to ensure adequate mental health services are available and accessible for children and families.

The Kern County Mental Health System of Care has identified ways to increase the timeliness and frequency of services for CWS children and families. The Kern Child Abuse Prevention Council will continue to provide intensive case management, support, and guided visitation services for families. Intensive FR services have significantly increased the reunification rate for families who receive them.

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**

None needed.

**Strategy 3.1 – Develop policy and practice for parental incentives during reunification to measure progress at reaching case plan.** **Strategy Rationale<sup>1</sup>: This was identified as a need in the Judicial Focus Group in the PQCR.**

Milestone	Timeframe	Assigned to	Strategy 3.2 – Make referrals for parents to Parent Project Classes.
3.1.1 Identify what the incentives for the parents will be	September 2009	FS PD and Policy Committee	<b>Strategy Rationale<sup>1</sup>: Over the past two years, several Probation Officers have been trained to facilitate Parent Project classes. There have been some Parent Project classes geared directly towards parents with minors on probation. Families have also been referred to take part in the classes throughout the community. The dates of the classes can be located through <a href="http://www.kernparentproject.org">www.kernparentproject.org</a>. Increasing parenting skills will decrease the reunification time.</b>
3.1.2 Identify the process for measuring and rewarding a parent's progress toward achieving their case plan goals, incorporating the risk assessment tool.	December 2009	FS PD and Policy Committee	
3.1.3 Train all placement and court review staff in process and add a measurement to the supervisor's read sheet to ensure compliance	January 2010	FS and PP Program Directors, Social Service Supervisors and Staff Development	



## System Component Template

Milestone	3.2.1	Identify available classes, their target population and the referral process workers must follow.	Timeframe	September 2009 through March 2010	Assigned to	April Adams and Program Support Staff,
	3.2.2	Add the referral information and list of providers to the Resource Directory.		September 2009 through March 2010		April Adams and Program Support Staff
	3.2.3	Develop policy and provide staff with training to ensure staff knows the Parent Project's purpose and referral process.		September 2009 through March 2010		Policy and Staff Development
Strategy 3.3 – Multi-dimensional Treatment Foster Care (MTFC).						
Milestone	3.3.1	Continue referring appropriate youth to MTFC.	Timeframe	Ongoing	Assigned to	Probation Placement Unit and DHS Placement Workers and MTFC Staff at DHS
	3.3.2	Request rate change for SCI for MTFC.		May 2009 through September 2009		Marti Garrett
	Strategy Rationale <sup>1</sup> : The MFTC program is an evidenced-based model developed out of the Oregon Social Learning Center. The main goal of the program is to reunify youth with biological or adoptive family members. This is a short-term (6-9months) program which focuses on the child's strengths, encourages normative and pro-social behaviors, supports academic development, and decreases conflict between family members.					

## System Component Template

Milestone	Timeframe	Assigned to
3.3.3 Supervisors monitor for consistency through case reads and discussions.	October 2009 and ongoing	Family Services and Permanent Placement Staff
<b>Strategy 3.4 – Make referrals to SB163 Wraparound Program</b>		
<p><b>Strategy Rationale<sup>3</sup>:</b> The SB 163 Wraparound Program is a collaborative effort between Probation, Mental Health, and a providing agency (Aspira-Bakersfield or Family Preservation Services-Eastern Kern County). This program is designed specifically for minors at high risk of needing out of home placement/commitment program or for high risk minors returning home from out-of-home placement. This program provides intensive family services to maintain the minor in the home.</p>		
Milestone	Timeframe	Assigned to
3.4.1 Continue referrals to SB 163 Wraparound Program	Ongoing	Probation Placement Unit and DHS Placement Staff
<b><u>Describe systemic changes needing to be addressed that support the improvement plan goals.</u></b>		
Funding is needed to adequately staff Wraparound, to develop pay rates for MTFC, and to recruit MTFC homes. Update department policy to shift from referring youth to the SPP to placing them in MTFC homes with the Wraparound program. Explore feasibility of shifting funding from the SPP to MTFC placement program and incorporate in the state proposal to increase SCL payments/add MTFC rate(s).		
<b><u>Describe educational/training needs (including technical assistance) to achieve the improvement goals.</u></b>		
Internal training as described above. Add Special Projects code in CWS/CMS and train staff in proper use.		
<b><u>Identify roles of the other partners in achieving the improvement goals.</u></b>		
Juvenile Court orders should support expanded visitation and placing minors on extended visits with their parents. Court's role in achieving this goal is expanding visitation and allowing children to be placed on extended visits with their parents.		

<sup>3</sup> Describe how the strategy will build on progress and improve this program/outcome.

System Component Template

Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.

CDSS to approve SCI rate change for MTFC once submitted by the department.

## System Component Template

Outcome/Systemic Factor: C4.3 – Placement Stability (for children who have been in care at least 24 months)					
County's Current Performance: As of September 2008, Kern County's placement stability is 24.3% while the National Standard is 41.8%. Kern's baseline, as of June 2003 was 42.2% and California's current rate was 33.2%.					
Improvement Goal 1.0 – Kern County will improve placement stability over the next three years by 3%.					
Strategy 1.1 – Reduce the number of placements for youth who have been in care over 24 months.			Strategy Rationale <sup>4</sup> : This is an outcome that was identified by KCNC's governing board, during the CSA, as needing to be addressed. Further, multiple moves for our youth compound mental health and educational issues and delays problem resolution.		
Milestone	1.1.1	Use Business Objects to identify youth having two or more placements in care within 24 months	November 2008		Wes Stidham
	1.1.2	Read cases of youth with more than four placements to identify main reasons for placement changes and need for services	December 2008		TDM Unit
	1.1.3	Prepare report for management to identify reasons for placement changes and possible actions for improved placement stability.	January 2009		TDM Unit
	1.1.4	Prioritize recommendations for practice and implement.	June 2009 and ongoing		Child Welfare Services PDs
	Strategy 1.2 – Develop and implement the Immediate Assessment Program for relatives and non-relative extended family members (NREFM).				Strategy Rationale <sup>1</sup> : Children placed with relatives or NREFMs are more likely to experience placement stability and less behavioral problems.
Milestone	1.2.1	Purchase portable live scan machines	January 2009		Administrative Services Bureau
	1.2.2	Revise and implement Immediate Assessment Program to place children with relatives or NREFMs within 48 hours of detention.	September 2009 and ongoing		Relative Assessment Unit, Program Support Bureau and CPS Staff

<sup>4</sup> Describe how the strategy will build on progress and improve this program/outcome.

## System Component Template

<b>Milestone</b>		<b>Timeframe</b>		<b>Assigned to</b>
1.2.3 Place SSW at JJC to conduct Family Finding to initiate IAP at Detention Hearings.		January 2010 and ongoing		RAU, CS, Program Support Bureau, Adoptions Staff
1.2.4 Place Relative Application on county website with instructions for submitting.		September 2009		RAU, and Program Support Bureau
1.2.5 Assign JCC staff to complete placement paperwork and CWS/CMS documentation for relative placements, complete and fax a referral to Kinship Support Services Program (KSSP), and complete a request for Kinship Emergency Funds if needed.		December 2009		SSW assigned to JCC
1.2.6 Enhance RAU coverage by permitting an assigned SSW in each RAU to begin work at 9 am.		September 2009		Relative Assessment Unit
<b>Strategy 1.3- Stabilize placements by increasing supportive services to foster parents.</b>				
<b>Milestone</b>		<b>Timeframe</b>		<b>Assigned to</b>
1.3.1 Partner with Bakersfield College Foster Care and Kinship Education Program to create and conduct monthly support groups for foster parents.		Metro Bakersfield: September 2009 Ridgecrest: October 2009 Taft: September 2010		FKCE (Mary Halberg) and Maria Bermudez
1.3.2 Review Current Respite Care Program. Review current policy and look at ways to enhance Respite Care Program.		September 2009		RDS and Maria Bermudez
1.3.3 Recruit more Respite Care Homes.		Targeted recruitment and media campaign: 2009-2010		RDS and Outreach
1.3.4 Provide more supports for caregivers caring of medically fragile children.		1. Implement Medically Fragile Foster Parent Trainings – February 2009 – ongoing		FKCE, Public Health Nurses and RDS

## System Component Template

Milestone	1.3.5 Develop educational materials for caregivers for Medically Fragile Children.	Timeframe	1. Develop Medically Fragile Resource Sheet by June 2009 2. Include Medically Fragile Information in Caregiver Resource Guide – September 2009	Assigned to	Public Health Nurses and RDS RDS and Maria Bermudez
Strategy 1.4 – Hold TDMs prior to placement changes in Family Services and Permanent Placement.					
Milestone	1.4.1 Track TDM compliance rates and provide monthly reports to Program Directors.	Timeframe	Currently provided	Assigned to	TDM Staff and Family Services/Permanent Placement Program Directors
	1.4.2 Conduct a longitudinal case read to obtain local data on the impact of TDMs on placement stability.				Quality Assurance Unit
	1.4.3 Monitor follow-up on action plans.				Family Services/Permanent Placement Managers and Supervisors
Strategy 2.1 – Address runaway youth problem.					
Milestone	2.1.1 Research runaway policies in other countries	Timeframe	September 2009 December 2009 December 2009	Assigned to	Ann Kobdish and Yu Truong
	2.1.2 Implement the use of TDMs for runaway youth.				TDM Co-Located Staff
	2.1.3 Utilize Family Finding for runaway youth.				TDM Co-Located Staff

## System Component Template

<b>Strategy 2.2 – Refer high-need youth to Special Multi-Agency Resource Team (SMART) committee early on for multi-agency involvement and intervention to prevent placement changes and/to higher levels of care.</b>		<b>Strategy Rationale<sup>1</sup>: Working to stabilize placements in this manner will help youth address their needs and focus on positive change.</b>
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Milestone	Timeframe	Assigned to
2.2.1 Refer youth to SMART committee at group home Level 7 instead of current practice to refer at higher level.	October 2010	Family Services, Permanent Placement, and Adoptions and Placement Social Workers
2.2.2 Oversee and closely monitor the quality of services provided in level 10-14 group homes to ensure resources are available and accessed.	January 2008 and ongoing	Hal Lockey
<b>Strategy 2.3 – Pilot and Implement SDM Substitute Care Provider module</b>		
<b>Milestone</b>	<b>Timeframe</b>	
	<b>Assigned to</b>	
2.3.1 Rollout training on module to licensing and relative assessment units.	April 2009	Staff Development
2.3.2 Rollout training on module to placement social workers.	September 2009	Staff Development
2.3.3 Rollout training on module to ER.	October 2009	Staff Development

**Describe systemic changes needing to be addressed that support the improvement plan goals.**

Placement searches focus on finding and placing with relatives/NREFMs. Provide resources and support to caregivers for placement stability. Allow Probation Department access to the CWS/CMS. Streamline referrals to the SMART Committee. Enhance staff's involvement in multi-agency plans.

**Describe educational/training needs (including technical assistance) to achieve the improvement goals.**

Training needs as identified above. Educate staff about Family Finding at initial intake to reduce the need for CPS involvement. Develop quick reference guide on runaway procedures. Train staff on using SDM to better assess risk for older youth.

**Identify roles of the other partners in achieving the improvement goals.**

SMART Committee members assess child(ren) for the appropriate level of placement and ensure that resources are being fully utilized. Children's Research Center will provide training on the SCP module, assessment, and tool. Mental Health and Probation to collaborate.

**Identify any regulatory or statutory changes needed to support the accomplishment of the improvement goals.**

AB 2651, effective January 1, 2010.

## System Component Template

Strategy 3.1 – Relocate annual and regular foster care recruiting events to targeted neighborhoods.		Strategy Rationale <sup>1</sup> : Children who remain in their own neighborhood have better stability rates, due to security and familiarity.			
Milestone	3.1.1 Identify locations for recruitment venues.	Timeframe	2010 and 2011	Assigned to	Recruitment, Development, Support (RDS)
	3.1.2 Conduct "Taking Care of Business" days as part of a recruitment plan in selected areas.		2010 and 2011		RDS
	3.1.3 Increase Emergency Foster Homes in targeted areas.		2010 and 2011		RDS
Strategy 3.2 – Decrease the number of children changing schools.		Strategy Rationale <sup>1</sup> : Placement stability is correlated with improved educational and life outcomes for foster children.			
	3.2.1 Develop school-based database.	2010 and 2011		Assigned to	Data Unit
	3.2.2 Incorporate use of GIS mapping to identify available foster homes in the child's neighborhood of origin.	2009			Data Unit, CWIC and Placement Staff
	3.2.3 Enhance placement searches by adding school data to available foster home data, making available information on school districts and neighborhood of origin.	2010 and 2011			Data Unit
	3.2.4 Ensure education notebooks in CWS/CMS are updated by staff regularly via Supervisor case reviews.	2010, Ongoing			CPS Managers and Supervisors
	3.2.5 Revise case read sheet to address Education Passport in Permanent Placement.	2010			Permanent Placement Program Director and Policy Unit
	3.2.6 Conduct a Quality Assurance read targeting Education Passport.	2010 and 2011			Quality Assurance Unit



## System Component Template

Strategy 3.3 – Stabilize placements by providing training on behavioral and health needs to foster parents and staff.		Strategy Rationale <sup>1</sup> : Educated staff and foster parent and relative caregivers will be able to identify behaviors that may signal a potential placement change and ask for services to ameliorate a change.
<b>Milestone</b>  <b>3.3.1</b> Use Foster Parent Association meeting as venue for mental health training via Bakersfield College Foster Care and Kinship Education Program by contracting with KC Mental Health to provide mental and behavioral health training.  <b>3.3.2</b> Train staff and foster parents on differentiating between behavioral issues related to child development and behaviors that indicate a need for mental health services.  <b>3.3.3</b> Train staff and foster parents on the impact of grief and loss/attachment impacts based on the 3-5-7 model.	<b>Timeframe</b>	
	2010	<b>Assigned to</b>  Mental Health Staff, FKCE (Mary Halberg) and Maria Bermudez  Mental Health Staff, FKCE (Mary Halberg), Maria Bermudez, and Staff Development  Mental Health Staff (Angela Look), Aspira (Cece Anthony) and DHS Wraparound Program
	2010	
	2010	
<b>Strategy 3.4 – Provide education-related and supportive services to improve academic success of participating foster and group home youth.</b>	<b>Strategy Rationale<sup>1</sup></b> : Program data demonstrates that foster youth who receive Foster Youth Services (FYS) experience fewer placements and better educational outcomes.	
<b>Milestone</b>  <b>3.4.1</b> Provide FYS that include educational: advocacy, liaison, case management, tutoring, mentoring, transition and emancipation assistance. Post – Secondary Education and or Workforce Training Services and linkages to services.	<b>Timeframe</b>  Current and ongoing	<b>Assigned to</b>  Kern County Network for Children